



# Availability

## Lab Presence

It is expected that all research group members will work consistently on their research and remain in communication and collaboration with the broader group.

### Working Remotely

You do not have to be physically present on campus to be present within the research group. Occasional remote work is encouraged as it suits your personal and professional needs, and sustained remote work will generally be fine, though it should be discussed and approved with Vivek. If you will be working remotely for a sustained period, do not take equipment from campus without coordinating with Vivek.

What "working consistently" precisely means will vary based on your role - students have to balance classwork with research, while postdocs do not. Within that context, we can identify what working consistently means:

- Applying consistent and professional effort to your research;
- Sharing ideas and effort with your fellow lab members;
- Attending meetings (physically or remotely) with Vivek, the broader lab, or any other research groups;
- Staying in communication via email or Slack.

Working consistently does *not* mean:

- Putting in unreasonable or unsustainable hours;
- Competing with your lab members to see who can work the hardest.

You are also not expected to work on staff holidays, but you are expected to work during non-staff holiday university breaks unless you are on vacation or taking personal time.

You do not need to install email or specialized messaging apps on your phone. If you do, you do not need notifications to be active, and should definitely turn them off during non-work time. However, Vivek may text you if there is something that needs your immediate attention (this will be rare!).